ARLINGTON FINANCE COMMITTEE MINUTES OF MEETING O'NEAL ROOM 4/13/15

ATTENDEES:

Deyst* White* Caccavaro* Kellar McKenna
DeCourcey* Wallach* Simmons Gibian*

Tosti* Foskett Bayer* Duvadie*
Kardon* Beck Jones* Deshler*
Franclemont Howard* Fanning* Carman*

VISITORS: Deputy Town Manager Andrew Flanagan, Commission on Arts and Culture CoChairs Barbara Costa, Stephanie Marlin-Curiel

MINUTES of 3/25 approved as corrected. Unanimous

ART 29 COMMITTEES & COMMISSIONS: Costa, supported by Marlin-Curiel, presented a budget for the ACAC (Ref 1) and requested that it be approved. They explained the purpose of this group is to bring together the many organizations in town that deal with the arts. The main expense is for a consultant to help produce a Cultural Plan that will show the relationships between these organizations. They expect this to be a 2 yr job.

Turkall*

VOTED \$3160 Unanimous. Turkall to notify ACAC of the vote & explain the limitation on expending these funds on expenses not incurred in FY 16.

ART 20 COLLECTIVE BARGAINING: Flanagan reviewed to Town's approach to collective bargaining for 3 yr contracts to begin in July (Ref 2). COLAs are pegged to the average inflation rate. Working with the unions, comparable communities were chosen and, with the help of a consultant, salaries for comparable positions were obtained. The Town aimed to adjust Arlington salaries to the average of these comparable communities. Agreements have been reached with the library workers and the firefighters. In the case of the firefighters, Arlington pay is low. Consequently, the pay plan will be modified to have 6 instead of 3 steps. The top steps will bring Arlington salaries closer to the comparable community average. Flanagan provided a recommended vote (Ref 3). Members asked numerous questions which Flanagan answered convincingly.

VOTED to approve the recommended vote in Ref 3. Unanimous.

BUD 1 FINANCE COMMITTEE: The Chair, supported by the GenGovSubCom(Howard), recommended a reduction of \$155 in expenses to bring the overall increase to 3.25%.

VOTED personnel \$9861 expenses \$2345 total \$12206. Unanimous

ART 33 HUMAN RIGHTS DIRECTOR: Refer to the minutes of 2/11 for background. The Chair recommended a vote requesting the BoS to either fill this position or to change the bylaw (Ref4). VOTED to approve this recommendation as amended. Unanimous.

SPED STABILIZATION FUND: A direct appropriation is not possible since there is no appropriate article. After some discussion and on recommendation of the Chair,

VOTED to increase the Reserve Fund by \$200k, reduce the Override Stabilization fund by \$200k, in anticipation of the Schools turning over \$200k to free cash in June. Unanimous. The result will be no change in reserves and funds available for unexpected SPED demands in FY16.

ART 44 OVERRIDE STABILIZATION FUND: VOTED \$2,782,763 Unanimous. This is the current budget balance.

COMMITTEE: The House budget will be out on Wed and may require some small changes. The FinCom hopes to have its report included with the BoS & ARB reports in the mailing to Town Meeting members before the meeting.

This is the last regular FinCom meeting. Meetings will be held at 7:30 in the Lyons Room before Town Meeting.

RESERVE FUND: \$715,005

Peter Howard 4/14/15 Ref 1 ACAC Budget Ref 2 Memo Flanagan to FinCom, Collective Bargaining 4/13/15 Ref 3 Art 20 Recommended Vote Ref 4 Art 33 Recommended Vote

Arlington Commission on Arts & Culture (ACAC) requested FY 2016 budget

Town Day/ Public.

Graphics

Website

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Miscellaneous

Consultant (50%)

Total Budget Requ

Ref 1



Town of Arlington Office of the Town Manager

Andrew P. Flanagan **Deputy Town Manager**

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E-mail: aflanagan@town.arlington.ma.us

Website: www.arlingtonma.gov

TO: **Finance Committee**

Andrew P. Flanagan, Deputy Town Manager FROM:

DATE: April 13, 2015

RE: Collective Bargaining

The Town has been engaged in negotiations relative to successor collective bargaining agreements with employee unions since September 2014. These negotiations have been guided by a strategy that is based upon two fundamental principles:

1.) Offer cost of living increases that are consistent with historic Consumer Price Index (CPI) trends. The Town has proposed 2% cost of living increases to each union that has been engaged in negotiations.

2.) Use the Town's Comprehensive Salary/Benefits Study to inform negotiations and identify any existing salary inequities among all positions within the organization. Consistent with the commitments of the study, the Town will offer parity adjustments where necessary.

To date, the Town has reached agreements in principle with the Robbins Professional Librarians Association and the International Association of Firefighters, Local 1297. The Town Manager's Office and Human Resources Office will continue to actively pursue agreements with the other Town unions in an effort to have them in place for July 1, 2015. It is not expected that agreements will be reached with all unions by the start of Town Meeting. Below are a summary and the financial impact of the agreements that have been reached:

Robbins Librarians Professional Association

Summary: The Town of Arlington and the Robbins Librarians Professional Association came to a tentative agreement in early January of 2015. The agreement is centered a 2% wage adjustment for all employees included in the bargaining unit. Longevity was increased by \$200 at each increment. The Agreement has been ratified by the Union.

Term of Agreement: The successor agreement is for a three year period. The term of the agreement will be July 1, 2015 through June 30, 2018.

Wages:

July 1, 2015	2.0% Increase
July 1, 2016	2.0% Increase
July 1, 2017	2.0% Increase

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2016 - 2%	12,000.00	12,000.00	12,000.00	36,000.00
7/1/2017 - 2%		12,240.00	12,240.00	24,480.00
7/1/2018 - 2%	nalphiles	In myself	12,484.80	12,484.80
Longevity Increase	1,000.00	1,000.00	1,000.00	3,000.00
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	13,000.00	25,240.00	37,724.80	75,964.80

Local 1297, International Association of Firefighters:

Summary: The Town of Arlington and the International Association of Firefighters, Local 1297 came to agreement in the mid-March of 2015. The successor agreement centers on adjustments to the salary table, including the implementation of a new step system that is intended to modify pay at each rank so it is consistent with the average of Arlington's comparable pay. As part of this effort, EMT, defibrillator and education stipends are based on rank (firefighter, lieutenant, captain and deputy chief). The Union is scheduled to ratify the agreement on April 16th.

Term of Agreement: The successor agreement is for a three year period. The term of the agreement will be July 1, 2015 through June 30, 2018.

Wages:

July 1, 2015	2.0% Increase
July 1, 2016	2.0% Increase
July 1, 2017	2.0% Increase

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2015 - 2% + New Step System	164,998	164,998	164,998	494,994.96
7/1/2016 - 2%	it is not expe	157,311	157,311	314,622.00
7/1/2017 - 2%			112,743	112,743.00
		politicous	A lancicado	9 anniumili
School Credit Increase	38,203	emadaS a U s	na nestaninA i	38,203.00
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	203,201	322,309	435,052	960,562.96

M Schedule, Full-Time elected officials and non-union employees:

Summary: The Town of Arlington's M Schedule employees, full-time elected officials and non-union employees will receive cost of living increases that are consistent with the wage increases in the collective bargaining agreements for FY16, FY17 and FY18

Wages:

July 1, 2015 2.0% Increase July 1, 2016 2.0% Increase July 1, 2017 2.0% Increase

M - Schedule

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2015 - 2%	37,080	37,080	37,080	111,240.00
7/1/2011 - 2% (7/1/11) 1% (1/1/12)		37,822	37,822	75,643.60
7/1/2012 - 3%	awh Manage		38,578	38,578.44
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	37,080	74,902	113,480	225,462.04

Full - Time Elected Officials

ITEM -	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2015 -2%	3,464	3,464	3,464	10,392.00
7/1/2016 - 2%	CIPIOS.	3,533	3,533	7,066.28
7/1/2017 - 2%	r era consti		3,604	3,603.66
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TOTAL ROLL OUT COST OF 3 YEAR PERIOD	3,464	6,997	10,601	21,061.94

Non-Union Employees

ITEM	FY 2016	FY 2017	FY 2018	TOTAL
7/1/2015 - 2%	46,112	46,112	46,112	138,336.00
7/1/2016 - 2%	eng Baker	47,034	47,034	94,068.24
7/1/2017 - 2%			47,975	47,974.68
president and resident Professional Age	Opinisou -		199	
TOTAL ROLL OUT COST OF 3 YEAR PERIOD	46,112	93,146	141,121	280,378.92

Town	Firefighter Pay 9 %	Lieutenant Pay	Captain Pay	Deputy Chief Pay
2000	Adjusted to FY16	Adjusted to FY16	Adjusted to FY16	Adjusted to FY16
Arlington	\$70,551	\$81,740	\$93,910	\$107,426
Belmont	\$70,236	\$87,025	\$102,299	\$119,211
Brookline	\$70,943	\$84,037	\$96,831	\$111,802
Medford	\$71,178	\$84,911	\$97,859	\$112,878
Melrose	\$63,181	\$71,726	\$81,637	
Milton	\$68,710	\$79,719	\$106,347	\$99,832
Needham	\$73,461	\$96,922	\$105,075	\$119,759
North Andover	\$61,272	\$72,046		
Reading	\$69,249	\$80,924	\$94,561	
Stoneham	\$68,262	\$77,596	\$88,095	
Watertown	\$74,082	\$82,068	\$100,941	\$116,006
Winchester	\$65,946	\$78,014	\$86,860	
Average	\$68,774.67	\$81,635	\$96,051	\$113,248
Arlington Difference from Avg.	\$1,776	\$105	(\$2,141)	(\$5,822)

ARTICLE 20

COLLECTIVE BARGAINING

To see if the Town will vote to fund any fiscal items in the event that any are contained in collective bargaining agreements between the Town and the following named collective bargaining units, and to fund for non-union, M Schedule, and elected officials' salaries or fringe benefits, determine how the money shall be raised and expended; or take any action related thereto:

- A. Local 680, American Federation of State, County and Municipal Employees;
- B. Service Employees International Union (formerly NAGE);
- C. Robbins Library Professional Association;
- D. Local 1297, International Association of Firefighters;
- E. Arlington Patrolmen's Association;
- F. Arlington Ranking Police Officers' Association;
- G. M Schedule and non-union employees; and
- H. Full-time elected officials.

(Inserted at the request of the Town Manager)

VOTED: That the Town hereby ratifies the following financial items in the collective bargaining agreements and memoranda of agreement with the following enumerated collective bargaining units and hereby approves the following financial items relating to non-union employees and full-time elected officials:

C. Robbins Library Professional Association

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016; and
- (3) a 2% general wage increase effective July 1, 2017;
- (4) \$200 increase in longevity at each increment;

and that for this purpose the sum of \$13,000.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;

D. Local 1297, International Association of Firefighters

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017;
- (4) implementation of a new step system; and
- (5) base education stipend as a percentage of rank pay;

and that for this purpose the sum of \$203,201.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager, provided that this vote shall be null

and void unless the collective bargaining unit has ratified the collective bargaining agreement no later than May 15, 2015;

G. M Schedule and Non-Union Employees

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016; and
- (3) a 2% general wage increase effective July 1, 2017;

and that for this purpose the sums of \$37,080.00 (M Schedule) and \$46,112.00 (non-union), which are to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;

H. Full-Time Elected Officials

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016; and
- (3) a 2% general wage increase effective July 1, 2017;

and that for this purpose the sum of \$3,464.00, which are to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;

And that the sum of \$397,143.00 is hereby appropriated, to be set aside for funding future collective bargaining agreements, said sum to be raised by the general tax and said sum shall not be expended without a further vote of Town Meeting.

Article 33

Voted:

That the Board of Selectmen investigate the position of Executive Director of the Human Rights Commission and report its findings to the next Annual Town Meeting. The Board should determine the need for such a position and whether this position and its duties can be handled by an existing member of the Human Services staff. If the Board determines that this position is not needed for the Commission to fulfill its responsibilities, they are requested to submit necessary amendments to the Town bylaws eliminating the requirement for the Executive Director position.

is requested to

COMMENT: The duties of Executive Director of the Human Rights Commission are currently handled by the Director of Human Services with money appropriated for direct staff support to the Commission included in Article . This situation has existed for many years and the Human Rights Commission has not requested additional funds for staff support or complained about the current management situation. This article is here because no one has been appointed officially to the Director position. The Finance Committee is recommending that the Town Manager and Board of Selectmen correct this situation. If it is corrected by the time this article is heard, the Finance Committee will move No Action on this article.